



Southern Illinois University Edwardsville

Faculty Development Council

AY21-22 Meeting Minutes

Meeting Date: Thursday, Sept 16th 16 at 2:30pm

Attendees: K. Carter, A. Reiheld, A (D) Martinez, C. Vogler, M. Hass, L. Bartels, M. Schmitz, S. Msengi

ABSENT:

- Dan Welch, School of Dental Medicine (has resigned from FDC/FS due to scheduling issues in School of Dental Medicine; SDM will find a replacement)

GUEST:

- Melodie Rowbotham, School of Nursing (Faculty Development Fellow)

LOCATION: Kim Carter, Lynn Bartels, and Mitchell Haas were present in the Center for Faculty Development & Innovation, 2nd floor, Lovejoy Library, Room 2040 and 2030; all other members attended via Zoom under the Governor's emergency exemption from in-person meeting requirements.

Overview of FDC Purpose and Member Expectations

Kim Carter gave an overview of FDC's role in the senate: supporting faculty in developing research and teaching. Our three main annual initiatives are:

- *Excellence in Undergraduate Education Grants (EUE): solicit and review all grant applications; rank; disburse funds [when available]*
- *Teaching Excellence Awards: assembling the Teaching Excellence Awards Committee (TEAC); reviewing and revising TEAC by-laws/operating papers so that teaching evaluation methods are current and fit the way our faculty are delivering teaching*
- *Supporting the Continuous Improvement Conference (CIC) with help selecting theme, speakers, and with person-hours on the day of the CIC*

OMA Meeting Requirements

Carter noted that we don't know how long we will be able to meet via Zoom, so watch e-mails as we get guidance from Anne Hunter to see whether we need to all be present or

for some people to log into Zoom. We will get approval from the Governor to meet virtually refreshed every 30 days until he decides all committees must be meeting in person.

Matthew Schmitz will be the OMA Designee. Training for regular members and the OMA Designee cannot currently be done because the site is still hacked. When it goes back up, it will be at <http://foia.ilattorneygeneral.net/>

Excellence in Undergraduate Education (EUE) – Our FDC Role

Lynn Bartels briefed us on the current status of EUE, which is one of the core duties of FDC. We review grant proposals, rank, and ensure disbursement of funds when funds are available. The last one was in Spring of 2020, and funding was for FY21. We approved \$130k of projects at that time. However, last year the university was asked to put 6% in a contingency fund, so we had to hold on to 6% of state funds in order to be able to give them back (we were asked to do so by the State, and did so). This year, the state is asking for 6.6%.

It's very unlikely we will have an EUE competition this year, according to the Provost, said Bartels. Last year, we did not fund the FY21 projects. Provost said we are not able to fund them this year. Perhaps we can do it next year. Bartels tried to push the Provost to fund some of them, and to give us prioritization criteria. Provost said there may be funding if we can make a case the proposals will either:

- (a) increase student enrollment, or are*
- (b) aligned with the anti-racism task force.*

Bartels will look at those to see whether there are any that fit those criteria and we can review for them for the next meeting. 12 grants were awarded but not funded.

Kim Carter raised whether it is FDC or the Provost who should be providing the rationale and breaking the news about funding (or lack thereof) to the awardees, and suggested it should be the Provost. Since post hoc priorities are tricky, we need to be careful about this. Reiheld raised a concern about having multiple entities deliver the news, and suggested it should be either FDC mentioning that Provost's office set the priorities and which awardees are funded, or Provost announcing it to the recipients. The committee agreed that one entity should do the communication.

Carter asked what message has been communicated to the awardees so far. Bartels says the message to awardees has been "looks like no funding" last year or this year; has only been corresponding with people who reach out, not to all awardees. Schmitz asks whether they were ranked last time. They were, but using different criteria than the Provost is now using. The largest project, a trip to the Ukraine, has been deemed by the grant recipients to be unsafe to execute, anyway. If we were to use the Provost's criteria, that would disrupt the previous ranking. Vogler asks if we know

*how many would qualify and Bartels says maybe 1, potentially. Msengi asks if we could rank order ones that do qualify so that if #1 refuses, we could move to #2, etc. **The FDC is concerned about devoting significant resources to EUE deliberations when there may be zero funding for the EUE.***

FDC agreed that need to resolve whether the Provost actually thinks funding is even possible before we do anything further, including re-ranking using post hoc criteria or notifying recipients.

Teaching Excellence Award Committee (TEAC)

Due to the delay caused by the pandemic when COVID interrupted the evaluation process in Spring 2020, the nominees who submitted dossiers in Fall 2019 were never evaluated. No awards were given out in Spring 2021. The TEAC was not reconstituted in Fall 2020, also due to the pandemic. No new dossiers were submitted.

Without a TEAC for 2020-2021, the usual TEAC membership—half people who served the previous year, half new folks rotating onto the committee, and a Chair who from the group who had served the previous year—has been disrupted. Reconstituting TEAC is now much more difficult than in a typical year.

Carter and Reiheld (current FDC co-chairs) have been working over the summer, as Tim Jacks (then-Chair of FDC) did at the end of the previous year, to get each School to provide TEAC members. We are still waiting to hear back from some Deans about their TEAC members; have heard from others. We have SOP and SOE and CAS and School of Education and Library (the Library staff member, Elizabeth, is out on maternity leave until the end of the semester); we don't think we have Business or Nursing. Msengi asks why we can't identify the Chair of the TEAC more easily, and why that person isn't a member of FDC. The committee agrees this is an issue. Carter pointed out that this goes back to the structure of it, and the soft membership and soft chairing.

FDC then discussed a major standing issue with TEAC by-laws/operating papers: they currently require in-person teaching evaluation. Reiheld explained that this is a problem for several reasons. First, during the initial COVID response when nearly all teaching shifted online emergently, no one's teaching could be evaluated in a way that satisfied TEA criteria. Second, even without that exigency, we increasingly have faculty who teach primarily online or solely online during the term when TEAC is doing their evaluations. Third, we may be missing large portions of how good a person's teaching is when they are innovatively using hybrid teaching with a significant online component to go with their in-person teaching. Reiheld noted a concern with revising the by-laws/operating papers to allow or require evaluation of on-line materials: reviewing these can be a much more time-consuming process—a kind of "black hole" into which a TEAC member could fall, spending hours and hours watching videos, looking at quizzes, etc. in order to evaluate on-line teaching over the course of a semester—than observing a single class session. We'd need to take care to protect TEAC member time lest the necessary

expansion to include these additional materials turns out to be unreasonably demanding given TEAC members' responsibility to review every single nominee.

Vogler asked how quickly can we modify those by-laws/operating papers. Reiheld said, based on her understanding of FS policies, at least 4 meetings, 2 at each level (1st reading, 2nd reading and vote within FDC and within FS).

FDC resolved that at the next meeting, we should look at the bylaws. Carter noted that FDC has talked about this issue before COVID, though it's more urgent now during COVID.

Reiheld proposed that we get TEAC reconstituted under existing bylaws/operating papers and revise them prior to next round of nominations and review. Vogler asked if those can be posted in the Teams area. Carter said they can, and would post a Word doc of the bylaws so that we can comment on it.

Bartels will check with Marketing—who actually holds and administers TEAC—about funding TEAC PRIOR TO Reiheld or Carter pushing for Chairs and remaining committee members. This is because, like the EUE issue, reconstituting TEAC and assigning labor to both members and nominees may be wasted effort if there is no funding available.

Bylaw/operating paper revision is a separate issue and needs to be done, regardless of this year's funding picture. It will proceed.

Co-chairs Action item: post a Word doc of by-laws/operating papers on Teams for committee to comment on/review

Bartels Action item: check with Marketing about funding for TEAC.

IF THERE IS FUNDING, THEN...

Reiheld Action item: e-mail all prior Chairs and ask if anyone is willing to serve.

Carter Action item: remind the Deans to provide complete TEAC member rosters if they haven't. Carter will send an updated list of all TEAC members along with the meeting minutes.

Continuous Improvement Conference (CIC)

Bartels has proposed doing something in line with the Quality Improvement Project: recruitment and retention of Black students. We are supposed to be making significant efforts towards that and there is strong institutional support for this initiative and others coming out of the Anti-Racism Task Force. Bartels is still checking with Jessica Harris to

be sure this would not step on the toes of any programs/initiatives that Harris is spearheading.

Bartels proposes a keynote speaker on inclusive teaching, Who? Off-campus or on-campus? Maybe we could use our IMPACT trainers. When Bartels talked to Elza Ibroscheva, she wanted to have something on open educational resources (free or low-cost resources). Provost said no, but Bartels point out it is related to equity issues, and the Provost softened a bit.

American Association of Colleges and Universities OER (open educational resources) initiative is in the works to start in the Spring; this is Ibroscheva's project. Reiheld raised a concern that using free resources without changing the TS rental fee system will result in many students continuing to pay textbook rental fees but not actually receiving textbooks; these students' fees will then be subsidizing other students' access but they themselves will not—for that term or for those courses—be receiving rental materials despite paying for them; this may or may not be bad equity depending on who is disproportionately benefitting or contributing. Regardless, FDC observed that the CIC date in March fits nicely with the OER initiative starting in the Spring.

Bartels has scheduled the CIC, assuming face to face conference that could shift online as needed, for Friday March 18 8am-Noon (Friday after Spring Break), at the conference center in the MUC (subject to change).

As council members, our role is helping Lynn with logistics, planning, and executing.

Carter reminds us that CIC might face some similar problems to EUE and TEAC, though it can go forward without much funding unlike EUE and TEAC. Thus, we should find out what the money is like before we plan for internal vs. external speakers. Bartels stated that typically the Provost's office pays for speaker, travel, etc. while historically Faculty Senate has paid for facilities, refreshments, etc. We should secure those resources and find out their levels ASAP.

Bartels action item: find out about funding from Provost's Office and contact Duff Wroebbels (FS President) about funding from FS.

Faculty Development Fellow—Melodie Rowbotham (Nursing)

Bartels went to the Provost and said the duties of FDC have expanded and it would be helpful to have additional assistance, especially on mid-week mentor. Thus, we now have the Faculty Development Fellow position, with a course release for the year.

Midweek Mentors is a series of videos through a publishing company, and we choose those from the available videos based on what it seems that our faculty need most right now. Twice during the month, folks can access them and have a discussion with a faculty moderator. At the last one, there were 30 people on Zoom. When it was in person, pre-COVID, there were 10 or fewer every time, so will continue with it on Zoom. The next

topic is discussion boards and stimulating discussion (with our own Matt Schmitz moderating), then universal design learning and students struggling with learning and how to respond to student evaluations and then how to work smarter not harder/ be a productive teacher.

In between meetings, there is supposed to be a blog. That is still getting going.

Carter asked what Rowbotham needs from FDC. Melodie responded by listing upcoming topics for this term, and asked for us to suggest other topics or moderators. Carter suggested Rowbotham get us a list of topics and then we can help find moderators.

Rowbotham Action Item: get FDC a list of topics so we can help find faculty moderators for the discussions

A related issue is the GIFT process: mid-term detailed discussions by a skilled teacher with students in a class to do a deep dive on how the instructor's teaching is going. The GIFT process stopped because of COVID (it required an additional person in the class; there were privacy issues with using breakout rooms, that moderators cannot effectively monitor all breakout rooms simultaneously the way they can with small groups in a classroom, with Zoom classes being recorded/recordable in a way that in-person classes are not, etc.). May be starting up again; will do a trial run with Zoom.

Other

Techsmith Knowmia is disappearing. What support can we provide, asks Kim? Matt Schmitz said, we did this a few years ago, and have an evaluation instrument from the last time. ITS will take care of everything but faculty input. Need to know what's been working, and what TS didn't have that you wanted it to have. FDC can help by encouraging faculty to participate in ITS surveys about what any future video editing/streaming will require.

Motion to adjourn: Didi Martinez

Seconded: Shadrack Msengi

To view a recording of this meeting, use the following link:

<https://siue.zoom.us/rec/share/CuKB2bKIqBIU88mm4VYj1x2C15b6tQzLZT6Xk1LwPYWESdImX3T6tE-EPTCRP9xbo.IaE95vZkezIibwOK>